

TRANSMITTAL #7

WDTF

April 20, 2016

TO: Workforce Development Council
FROM: Susan Simmons, Deputy Director
SUBJECT: Request addition funds for the Micro-grants

ACTION REQUESTED: Approve WDTF funds for Micro-grants, up to an additional \$500,000

REFERENCE: Section 72-1347B, Idaho Code

BACKGROUND:

On June 25, 2015, the Council approved a Workforce Development Training Fund (WDTF) micro-grant program to encourage creative and innovative training solutions to local workforce challenges and to encourage youth and young adult workers to stay in their communities. The program provided up to \$25,000 per award for one year to assist grantees in developing these solutions. To date 18 contracts have been issued, totaling \$439,971 with an anticipated 1471 individuals to be trained. Some of the programs being developed are Certified Nurse Aids, Soft Skills, Welding, Drafting and Ostomy.

The Micro-grant Advisory Panel, comprised of business, education and legislative representatives from each area of the State, reviewed the applications based on the following parameters:

- The lead applicant must be an entity physically located in the State of Idaho with the fiscal capacity to track funds and safeguard spending
- The lead applicant must represent a community-based team with representation and support from business, education and other community partners defined as an ideal partnership
- The community-based team must provide 100% in-kind match for ongoing support of this project
- New or enhanced training must address specific employer-identified skill gaps in the community; training cannot supplant or compete with current training opportunities
- Training may include work-based learning opportunities or classroom training that address the in-demand skill needs identified by employers in the community while providing job candidates with new skills or enhancing the skills of employees at risk of being permanently laid off that allow them to achieve a higher earning level

- An application must include a description of who will be targeted for training, any pre-requisites for training, and the team's planned outreach to under-represented groups
- Outcomes must have measurable results on an individual participant level as follows:
 - Number entered employment within 30 days of training completion
(Will require adult participants to provide SSN's to attend training)
 - Anticipated starting hourly wage rate
 - Number of incumbent workers receiving retraining
 - Anticipated wage gain for incumbent workers
 - Number attaining recognized credential/skill badge
 - Number entering post-secondary education after training
- To document WDTF's return on investment, individuals 18 and over must provide SSN's as a condition for participation in training

EXPECTED OUTCOMES:

- Development of creative and innovative approaches to local workforce development issues through the partnerships of local businesses, education, economic development organizations and local government.
- Contribution to meeting the state's goal of achieving 60% of 25-34-year-olds achieving a degree or certificate.
- Identification of new workforce development approaches, particularly in rural areas.
- Assistance in stemming the out-migration of youth and young adult workers.

Recommendation

Staff recommend approval of additional WDTF funds not to exceed \$500,000 to support the continuation of the WDTF Micro-grant program.

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